

DOCUMENT RESUME

ED 055 165
TITLE

VT 013 738

Fourth Annual Report on the Occupations, Job Status and Ethnic Characteristics of Employees in New York State Agencies.

INSTITUTION

New York State Dept. of Civil Service, Albany, N.Y.

PUB DATE

70

NOTE

71p.

EDRS PRICE
DESCRIPTORS

MF-\$0.65 HC-\$3.29

Annual Reports; *Equal Opportunities (Jobs); *Ethnic Distribution; *Government Employees; Methodology; Population Distribution; State Agencies; *State Programs; *State Surveys; Tables (Data)

ABSTRACT

The New York State Department of Civil Service, in recruiting and placing people in State jobs, is guided by the policy of equal opportunity for all. To determine the effectiveness of the efforts in carrying out this policy, the Governor requested that an ethnic survey of the New York State work force be taken, annually, for 10 years. As the fourth survey in this series, this study provides statistical distribution of State employees by agency, occupation, job status, ethnic identification, and sex. The study is intended to provide State administrators with information which will assist in working toward equal employment opportunities within State service. Information pertaining to the Narcotic Addition Control Commission is appended. (Author/JS)

ED055165

1970

FOURTH ANNUAL REPORT

on the

**OCCUPATIONS, JOB STATUS AND
ETHNIC CHARACTERISTICS
OF EMPLOYEES**

in

NEW YORK STATE AGENCIES



The New York State Department of Civil Service

Albany, New York

**U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION**

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

VT013738

THE STATE OF NEW YORK

NELSON A. ROCKEFELLER

GOVERNOR

DEPARTMENT OF CIVIL SERVICE

ERSA H. POSTON
Commission President

MICHAEL N. SCELSI
Commissioner

CHARLES F. STOCKMEISTER
Commissioner

WILLIAM J. MURRAY
Administrative Director

ROBERT S. QUINN
Deputy Administrative Director

JOHN J. MOONEY
Assistant Administrative Director
and Counsel

State Office Campus, Building 1
1220 Washington Avenue, Albany, New York 12226



F O R E W O R D

The New York State Department of Civil Service, in recruiting and placing people in State jobs, is guided by the policy of equal opportunity for all. Equal opportunity can be a meaningless phrase, however, unless the opportunity for employment and advancement in State service is indeed made available to all. One of the principal means of measuring the effectiveness of the State's efforts in carrying out this policy has been the Annual Ethnic Survey. This is the fourth of ten such yearly studies authorized by Governor Rockefeller, in 1967, and it provides an accurate and timely measure of the problems and progress associated with equal opportunity. We trust that all who are concerned with the problem of equal opportunity in the public service will find this a useful document.

A handwritten signature in dark ink, appearing to read "Ernest B. Peterson".

President
Civil Service Commission
State of New York

TABLE OF CONTENTS

	<u>PAGE</u>
LIST OF TABLES	i
I. Introduction	1
II. Methodology	2
III. Summary of Findings	3
IV. Tables	10
APPENDICES	
Appendix A - Tables A-1 to A-3 on Distribution of Population and New York State Employment By County and SMSA Area	A-1
Appendix B - Narcotic Addiction Control Commission	B-1
Appendix C - Guidelines to the Collection of Ethnic Data	C-1

List of Tables

<u>Table No.</u>		<u>Page</u>
I	Major Ethnic Groups as Proportions of New York State Population and of Employment, 1967, 1968, 1969 and 1970	10
II	Number of State Employees By Ethnic Group as Reported By Agencies in 1967, 1968, 1969 and 1970	11
III	State Agencies With a Change of Fifty or More Employees From 1969 to 1970	13
IV	Percentage Distribution of Employment in Agencies With 1,000 or More Employees in 1970 By Ethnic Group and By Agency, 1967, 1968, 1969 and 1970	15
V	Distribution of State Employees According to Sex By Ethnic Group, 1967, 1968, 1969 and 1970	19
VI	Percentage of Employees By Sex and By Ethnic Group, 1967, 1968, 1969 and 1970	20
VII	Distribution of State Employees By Occupational Group, 1967, 1968, 1969 and 1970	21
VIII	Number of State Employees By Ethnic Group and By Occupational Group, 1967, 1968, 1969 and 1970	22
IX	Percentage Distribution of State Employees By Ethnic Group and By Occupational Group, 1967, 1968, 1969 and 1970	23
X	Distribution of State Employees By Ethnic Group and By Salary Grade, 1967, 1968, 1969 and 1970	24
XI	Distribution of State Employees By Ethnic Group and Sex and By Salary Grade, 1967, 1968, 1969 and 1970	26
XII	Distribution of State Employees By Ethnic Group Within Each Jurisdictional Classification, 1967, 1968, 1969 and 1970	28

<u>Table No.</u>		<u>Page</u>
XIII	Percentage Distribution of State Employees By Ethnic Group and By Jurisdictional Classification, 1967, 1968, 1969 and 1970	29
XIV	Percentage Distribution of State Employees Within Ethnic Group By Jurisdictional Classification, 1967, 1968, 1969 and 1970	30
Appendix A		
A- 1	Distribution of Population of New York State and of State Employees By County	A- 1
A- 2	Distribution of State Employees By Ethnic Groups and By Counties, 1967, 1968, 1969 and 1970	A- 6
A- 3	Distribution of New York State Population and Employment in 56 State Agencies By Standard Metropolitan Statistical Area	A-11
Appendix B		
B- 1	Narcotic Addiction Control Commission - Distribution of Employees By Sex, 1967, 1969 and 1970	B- 6
B- 2	Narcotic Addiction Control Commission - Distribution of Employees By Ethnic Group Within 17 Counties	B- 7
B- 3	Narcotic Addiction Control Commission - Distribution of Employees By Salary Grade Within Ethnic Groups, 1967, 1969, 1970	B- 9
B- 4	Narcotic Addiction Control Commission - Percentage of Employees By Ethnic Group Within Salary Grades, 1967, 1969, 1970	B-10
B- 5	Narcotic Addiction Control Commission - Distribution of Employees By Jurisdictional Classification, 1967, 1969, 1970	B-11
B- 6	Narcotic Addiction Control Commission - Percentage of Employees Within Jurisdictional Classification By Ethnic Group, 1967, 1969, 1970	B-12

<u>Table No.</u>		<u>Page</u>
B- 7	Narcotic Addiction Control Commission - Distribution of Employees By Occupational Category, 1967, 1969, 1970	B-13
B- 8	Narcotic Addiction Control Commission - Percentage of Employees By Ethnic Group Within Occupational Category, 1967, 1969, 1970	B-14
B- 9	Narcotic Addiction Control Commission - Titles With Over 20 Positions Allocated	B-15
B-10	Narcotic Addiction Control Commission - NACC-Certified Individuals Treated in Intramural and Aftercare Facilities	B-17

I - INTRODUCTION

In 1967, Governor Rockefeller requested that an Ethnic Survey of the New York State work force be taken, annually, for ten years. This is the Fourth Annual Survey providing the statistical distribution of New York State employees by agency, occupation, job status, ethnic identification and sex.

In the 1970 Ethnic Survey, we are including a special report on the Narcotic Addiction Control Commission to continue our practice of highlighting different agencies in each Survey.

This study is intended to provide State administrators with information which will assist in working toward equal employment opportunities within State service.

II - METHODOLOGY

The data for the Survey was obtained from 56 State agencies, each of which had its own Survey Coordinator, appointed by the agency head, to supervise and coordinate collection of the necessary information. Each Coordinator received instructions and tally forms from the Department of Civil Service and transmitted them to the supervisors within the agencies. Agencies were requested to report their employees on the basis of personal observation under four ethnic categories--White, Black, Puerto Rican and Other Minorities--and to assign employees to the appropriate jurisdictional classifications, occupational categories and salary grade ranges. Employees classified as Other Minorities include those employees usually so designated by the United States Bureau of the Census; i.e., Japanese, Chinese, Filipino, American Indian, African, etc. This information was transmitted to the Ethnic Research Section of the Department of Civil Service.

The guidelines which the Ethnic Research Section followed in collecting the data pertaining to race, creed, color and/or national origin were formulated by the State Division of Human Rights. The guidelines provide safeguards that will reflect the spirit of the Code of Fair Practices, and insure that all citizens of the State are in no way disadvantaged by the collection of research data and the temporary existence of research records pertaining to race, creed, color or national origin of individuals. Therefore, anonymity was emphasized throughout the data-gathering process.

III - SUMMARY OF FINDINGS

Distribution of Employment By Ethnic Group

The percentage of minority group employment increased from 13.4% in 1967 to 16.3% in 1970. Of the 16.3%, Blacks comprised 13.6%, Puerto Ricans 1.8% and Other Minorities 0.9%.

Blacks accounted for a smaller proportion of the gain in State employment in the years 1969 to 1970 than in the years 1967 to 1969. Whites and Other Minorities registered increases in the proportion of the total gain in employment in 1969 to 1970, as compared with 1967 to 1969 figures, with Puerto Ricans maintaining virtually the same proportion of new employment in the two reporting periods. Combined figures for all minorities, however, showed an overall decrease in the proportion of employment gains 1969 to 1970 versus 1967 to 1969.

According to figures received from all the State agencies, New York State had a total work force of 176,815 employees in 1970. Of the increase in employees over a four-year span, Whites represented 69.9% of the increase; Blacks represented 23.8% of the increase; Puerto Ricans represented 4.6% of the increase; and Other Minorities represented 1.6% of the increase.

Between 1969 and 1970, Whites represented 73.6% of the total gain in employees; Blacks, 19.2%; Puerto Ricans, 4.7%; and Other Minorities, 2.5% of the total increase.

Ethnic Distribution By Agency

In 1970, the Department of Mental Hygiene, the State University of New York and the Narcotic Addiction Control Commission employed 51.5% of the

Ethnic Distribution By Agency--contd.

State's total work force. However, 74.5% of all Blacks employed by New York State and 79.7% of all Puerto Ricans employed by New York State were located in these agencies.

If the Department of Mental Hygiene was not included in the State's total work force, the total work force would drop from 176,815 to 117,312 and the percentage of minority group employment would drop from 16.3% to 10.1% (Blacks, 8.4%; Puerto Ricans, 0.9%; and Other Minorities, 0.8%).

Between 1969 and 1970, the Department of Mental Hygiene, the Narcotic Addiction Control Commission and the State University of New York accounted for 72% of the total State increase in employees and 83.3% of the increase in Black employment.

Between 1969 and 1970, the Department of Mental Hygiene and the Narcotic Addiction Control Commission accounted for 73.3% of the gain in employment of Puerto Ricans. The State University of New York accounted for 62.4% of the increase in Other Minorities from 1969 to 1970.

The number of agencies with no Black employees increased from one in 1969 (New York Bridge Authority) to three in 1970 (New York Higher Education Assistance Corporation, New York Job Development Authority and the New York Bridge Authority).

In 1970, 12 agencies employed no Puerto Ricans. This represents a decrease of one agency since 1969.

Distribution By Sex

From 1967 to 1970, women gained 16,830 positions, or 53% of the net Statewide gain. Between 1969 and 1970, women gained 7,122 positions, or 46.2% of the net gain. For every four females in State service in 1970, there were five males.

In 1970, Blacks were the only ethnic group with a higher proportion of females to males in the work force. In 1970, for every nine Black females in State service, there were five Black males.

Distribution By Occupational Group

There were two occupational groups in which the proportion of White, Black and Puerto Rican employees changed significantly between 1967 and 1970.

The percentage of service workers who were White decreased by 6.9%; the percentage of service workers who were Black increased 5.6% and the percentage of service workers who were Puerto Rican increased by 1.5%. The percentage of White employees in the protective services decreased by 8.2%; the percentage of Black employees in this group increased by 7% and the percentage of Puerto Rican employees in this group increased by 1.2%.

Between 1967 and 1970, there were three occupational groups in which there was a change of 1% or more of the total percentage of all Black State employees. In the service worker group, there was a decrease from 59.2% to 57.6%. In the protective services, there was an increase from 3.6% to 6.8%, and in the administrative and professional, there was a decrease from 13.7% to 12%.

Distribution By Occupational Group--contd.

Between 1967 and 1970, there were six occupational groups in which there was a change of 1% or more of the total percentage of all Puerto Rican State employees. These groups were: the protective services, where there was an increase from 2% to 5.6%; operatives, where there was an increase from 5.6% to 8.7%; clericals, which increased from 12.5% to 13.7%; laborers, which decreased from 7% to 2.7%; service workers, which decreased from 55.6% to 55.3%; and craftsmen, which decreased from 4.2% to 1.6%.

Between 1967 and 1970, there were five occupational groups in which there was a change of 1% or more of the total percentage of all employees categorized as Other Minorities: administrators and professionals (an increase from 61.6% to 63.3%); operatives (an increase from 3.7% to 4.9%); laborers (an increase from 1.7% to 6.7%); service workers (a decrease from 18.7% to 17.5%); technicians (a decrease from 10.2% to 2%); and service workers (a decrease from 22.7% to 20.3%).

Distribution By Salary Grades

In 1970, 35.4% of all White employees were in grades 1-6; 62.5% of all Black employees and 65.9% of all Puerto Rican employees were employed in the above grades.

The following table shows the grade level distribution and the monetary equivalent of jobs gained within each ethnic category between 1969 and 1970:

Distribution By Salary Grades--contd.

	<u>White</u>	<u>Black</u>	<u>Puerto Rican</u>	<u>Other Minorities</u>
Grades 1- 6 (Less than \$6,038)	35.6%	41.9%	53.9%	49.7%
Grades 7-13 (\$ 6,039 - \$ 8,922)	8.3%	35.9%	27.5%	- 1.8%*
Grades 14-20 (\$ 8,923 - \$12,994)	32.7%	16.1%	10.9%	12.1%
Grades 21-30 (\$12,995 - \$21,908)	19.4%	4.9%	4.3%	11.6%
Grades 31-38 (Greater than \$21,909)	3.9%	1.2%	3.4%	28.4%

*Grades 7-13 decreased by seven positions

Whites gained 43.9% of their total net increases between 1969 and 1970 in salary grades 1-13, whereas Blacks gained 77.8%, Puerto Ricans 81.4% and Other Minorities 47.9% in these salary grades.

Whites gained 23.6% of their total net increases between 1969 and 1970 in salary grades 21-38, whereas Blacks gained 6.1%, Puerto Ricans 7.7% and Other Minorities 40% in these salary grades.

Distribution By Jurisdictional Classification

The 1970 jurisdictional distribution of the State's work force (excluding the State University of New York) was: 76.4% in the competitive class (includes positions filled by competitive examination); 14.2% in the non-competitive class (includes positions with minimum qualifications without competitive examination); 1.5% in the exempt class (includes positions which are impracticable to fill by tests of any kind); 5% in the labor class

Distribution By Jurisdictional Classification--contd.

(includes positions of an unskilled nature requiring no tests); and 3% in unclassified positions and other positions not covered under civil service jurisdiction.

The percentage change for all ethnic groups, except for Puerto Ricans and Other Minorities, between 1967 and 1970 in the State's jurisdictional classification system was not significant. Puerto Ricans in the permanent competitive class decreased by 11.1% over a four-year period. Other Minorities in the non-competitive class increased by 14% over a four-year period.

The ethnic distribution of employees by jurisdictional class was:

	<u>Competitive</u>		<u>Non-Competitive</u>		<u>Exempt</u>		<u>Labor</u>		<u>Unclassified & Other Classes Not Under Civil Service</u>	
	<u>1967</u>	<u>1970</u>	<u>1967</u>	<u>1970</u>	<u>1967</u>	<u>1970</u>	<u>1967</u>	<u>1970</u>	<u>1967</u>	<u>1970</u>
White	75.6	75.4	14.4	14.4	1.8	1.7	4.8	5.2	3.4	3.3
Black	87.0	83.8	8.5	10.8	0.8	0.7	3.5	3.8	0.2	0.9
Puerto Rican	78.5	67.4	17.4	21.5	1.4	0.9	2.5	8.5	0.2	1.7
Other Minorities	76.5	62.5	17.6	31.6	0.0*	0.2	1.3	2.9	4.6	2.8

*Less than 0.05%

Distribution By Geographic Location

The 1970 United States Census reported the population of New York at 18,190,740. The population was distributed as follows: White, 86.8%; Black, 11.9%; and Other Minorities, 1.3%. Separate statistics for Puerto Ricans will not be available until October 1971.

Distribution By Geographic Location--contd.

Table A-3 shows the distribution of population and employment in the seven major SMSA areas: New York City, Albany-Schenectady-Troy, Binghamton, Buffalo, Greater Rochester, Syracuse and the Utica-Rome area. These distributions account for 35 counties and 86.5% of New York State's population. New York City accounts for 63.4% of the State's population and 37.6% of all State workers. It also accounts for 87% of the State's Black population and 76.7% of all Black State employees (excluding the State University of New York).

The Albany-Schenectady-Troy area accounts for 4.0% of the State's population, with 23% of all State employees in this four-county area.

The Albany area accounts for 1% of the State's total Black population and 7% of the State's Black workers.

TABLE I

Major Ethnic Groups as Proportions
of New York State Population and of Employment
1967, 1968, 1969 and 1970

Ethnic Group	1967, 1968 and 1969 State Population By Ethnic Group*		1970 State Population By Ethnic Group**		State Employment By Ethnic Group							
	1967		1968		1967		1968		1969		1970	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
All Groups	16,782,304	100.0	18,190,740	100.0	145,082	100.0	155,576	100.0	161,410	100.0	176,815	100.0
White	14,670,545	87.4	15,790,307	86.8	125,629	86.6	133,822	86.0	136,465	84.5	147,805	83.7
Black	1,391,433	8.3	2,166,933	11.9	16,519	11.4	18,714	12.0	21,122	13.1	24,081	13.6
Puerto Rican	642,583	3.8	-- ***	-- ***	1,777	1.2	1,979	1.3	2,525	1.6	3,251	1.8
Other Minorities	77,743	0.5	233,500	1.3	1,157	0.8	1,061	0.7	1,298	0.8	1,678	0.9

#Based on U.S. Census 1960

Based on U.S. Census 1970

***Based on U.S. Census 1970
 ***1970 Puerto Rican census data as an ethnic group will not be available before October 1971. Puerto Rican data are included in the white and black totals for 1970.

TABLE II

NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AS REPORTED BY AGENCIES IN 1967, 1968, 1969, 1970

AGENCY	GRAND TOTALS										BLACK					PUERTO RICAN					OTHER MINORITIES				
	ALL ETHNIC GROUPS					WHITE					1967					1967					1967				
	1967	1968	1969	1970	1970	1967	1968	1969	1970	1970	1967	1968	1969	1970	1970	1967	1968	1969	1970	1970	1967	1968	1969	1970	1970
ALL AGENCIES	145,082	155,576	161,410	176,815	176,815	125,629	133,822	136,465	147,805	147,805	16,519	18,714	21,122	24,081	24,081	1,777	1,979	2,525	3,251	3,251	1,157	1,061	1,298	1,678	1,678
AGRICULTURE & MARKETS ²	981	829	940	997	997	971	816	905	950	950	9	12	29	45	45	1	1	5	2	2	0	0	1	0	0
AUDIT & CONTROL	1,759	1,912	1,877	1,971	1,971	1,773	1,836	1,804	1,884	1,884	43	72	67	77	77	3	3	2	3	3	0	1	4	7	7
BANKING	415	438	443	444	444	396	414	418	418	418	14	18	19	13	13	5	6	5	8	8	0	0	1	5	5
CIVIL SERVICE	747	846	822	944	944	707	787	742	839	839	37	50	70	94	94	3	9	10	9	9	0	0	0	2	2
PERB ¹	--	51	55	59	59	--	49	51	57	57	--	2	3	2	2	--	0	1	0	0	--	0	0	0	0
COMMERCE	397	411	411	424	424	387	386	385	391	391	10	16	18	22	22	0	8	7	8	8	0	1	1	3	3
CORRECTION	6,574	6,590	6,835	6,884	6,884	6,280	6,243	6,478	6,525	6,525	290	337	329	329	329	3	9	24	24	24	1	1	4	6	6
EDUCATION	2,529	3,219	3,516	3,688	3,688	2,323	3,006	3,267	3,393	3,393	178	181	211	256	256	8	21	21	21	21	20	11	17	18	18
ENVIRONMENTAL CONSERVATION ²	4,101	4,646	4,892	2,877	2,877	4,023	4,499	4,730	2,840	2,840	72	123	127	16	16	1	3	7	2	2	5	21	28	19	19
EXECUTIVE CHAMBER ⁴	167	172	200	210	210	141	141	164	179	179	26	31	33	30	30	0	0	3	1	1	0	0	0	0	0
Aging	13	17	21	23	23	13	15	19	20	20	0	2	2	2	2	0	0	0	0	0	0	0	0	0	0
ABC Division	570	571	560	688	688	496	497	480	597	597	59	60	64	75	75	15	14	16	16	16	0	0	0	0	0
Arts, Council	25	28	28	75	75	23	22	18	57	57	2	6	10	13	13	0	0	0	5	5	0	0	0	0	0
Budget	197	230	227	258	258	195	226	224	254	254	2	4	3	4	4	0	0	0	0	0	0	0	0	0	0
Civil Defense Commission	176	195	192	189	189	173	190	188	185	185	2	4	3	3	3	1	1	1	1	1	0	0	0	0	0
Community Affairs	38	46	49	62	62	31	36	37	46	46	6	8	9	12	12	1	2	3	4	4	0	0	0	0	0
Crime Control Council ¹	--	10	2	1	1	--	9	2	1	1	--	1	0	0	0	--	0	0	0	0	--	0	0	0	0
Crime Control Planning Board ²	--	--	33	43	43	--	--	28	34	34	--	--	3	3	3	--	--	--	2	4	--	--	--	--	--
Crime Victims Comp. Board	12	19	20	25	25	11	15	15	19	19	1	3	5	5	5	0	1	0	2	2	0	0	0	0	0
General Services	1,930	2,608	2,649	2,738	2,738	1,569	2,220	2,263	2,321	2,321	344	370	364	389	389	17	16	22	26	26	0	2	2	2	2
Housing & Community Renewal	390	385	373	414	414	327	320	311	347	347	53	56	53	55	55	8	7	7	10	10	2	2	2	2	2
Human Rights	217	198	215	277	277	133	109	122	153	153	73	76	78	90	90	11	13	15	32	32	0	0	0	0	0
NYSIS	498	542	620	727	727	472	506	548	639	639	26	36	71	87	87	0	0	0	0	0	0	0	1	1	1
Local Government ²	341	381	397	414	414	335	375	392	405	405	6	6	4	8	8	0	0	0	0	0	0	0	0	0	0
Military & Naval Affairs	1,022	1,020	989	998	998	946	923	900	904	904	56	73	68	71	71	20	23	21	23	23	0	1	0	0	0
Parks & Recreation ²	--	2,553	2,660	3,027	3,027	--	2,422	2,521	2,885	2,885	--	116	120	113	113	--	2	6	7	7	--	13	13	22	22
Parole	707	887	886	949	949	617	761	733	806	806	86	121	123	129	129	3	4	9	13	13	1	1	1	1	1
OPC	113	199	189	206	206	106	177	173	183	183	3	13	6	6	6	0	0	1	1	1	4	9	16	16	16
State Police	3,345	3,708	3,623	3,782	3,782	3,325	3,670	3,594	3,756	3,756	13	21	17	16	16	2	6	6	2	2	5	11	6	8	8
Veterans Affairs	182	187	183	189	189	175	179	176	181	181	5	7	6	5	5	2	1	1	1	1	2	2	4	3	3
Youth, Division	321	398	414	471	471	257	307	311	351	351	57	79	90	101	101	5	10	9	9	9	16	2	4	3	3
HEALTH ²	4,336	4,751	4,888	4,618	4,618	3,797	4,247	4,367	4,063	4,063	399	392	412	422	422	23	20	25	41	41	117	92	84	92	92
INSURANCE	647	667	651	750	750	616	613	609	701	701	24	43	37	39	39	7	11	4	8	8	0	0	1	2	2
LABOR ⁵	12,170	12,310	12,127	12,351	12,351	10,488	10,476	10,196	10,277	10,277	1,574	1,723	1,764	1,878	1,878	91	99	152	168	168	17	12	15	28	28
D. of E.	7,565	7,760	7,806	8,040	8,040	6,741	6,766	6,749	6,862	6,862	781	949	979	1,079	1,079	39	41	71	85	85	4	4	7	14	14
Labor Relations Board	92	95	91	86	86	79	81	79	72	72	11	14	11	11	11	2	0	1	1	1	3	0	0	0	0
State Insurance Fund	1,588	1,498	1,442	1,396	1,396	1,165	1,104	1,026	983	983	396	368	373	377	377	22	22	40	30	30	5	4	3	6	6
Workmen's Comp. Board	1,573	1,593	1,575	1,581	1,581	1,247	1,270	1,230	1,215	1,215	303	300	318	331	331	22	22	23	26	26	33	1	0	1	2

TABLE II (continued)
NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AS REPORTED BY AGENCIES IN 1967, 1968, 1969, 1970

AGENCY	GRAND TOTALS ALL ETHNIC GROUPS					WHITE					BLACK					PUERTO RICAN					OTHER MINORITIES				
	1967	1968	1969	1970		1967	1968	1969	1970		1967	1968	1969	1970		1967	1968	1969	1970		1967	1968	1969	1970	
LAW	825	945	864	983	927	785	902	812	927	34	34	41	43	43	6	8	5	10	0	0	1	6	3		
MENTAL HYGIENE	47,479	50,824	52,161	59,503	40,088	35,573	37,930	37,151	42,401	10,088	11,185	12,734	14,177	14,177	1,274	1,307	1,737	2,149	544	544	402	539	776		
NACC	975	1,945	2,897	4,560	2,504	489	1,086	1,656	2,504	423	744	1,073	1,757	1,757	63	110	158	278	0	0	5	10	21		
MOTOR VEHICLES	3,142	3,503	3,410	3,700	3,323	2,868	3,160	3,093	3,323	264	325	300	354	354	6	16	14	20	4	4	2	3	3		
PUBLIC SERVICE	542	538	539	650	615	519	514	518	615	21	22	18	26	26	2	2	1	5	0	0	0	2	4		
SOCIAL SERVICES	3,375	3,709	3,674	4,013	3,324	2,793	3,060	3,067	3,324	530	586	553	603	603	42	55	36	73	10	8	18	13	13		
STATE	539	563	532	581	536	509	530	498	536	20	26	29	37	37	9	7	5	8	1	0	0	0	0		
STATE UNIVERSITY	20,790	21,959	24,741	26,829	24,113	19,191	20,221	22,473	24,113	1,124	1,210	1,662	2,000	2,000	96	118	124	164	379	410	482	552	552		
TAXATION & FINANCE	5,397	5,718	5,946	6,079	5,624	5,039	5,305	5,566	5,624	315	363	333	389	389	35	44	39	59	8	6	8	7	7		
TRANSPORTATION	14,098	13,989	13,958	14,619	14,368	13,895	13,733	13,702	14,368	160	182	191	181	181	8	19	22	19	35	55	43	51	51		
BRIDGE AUTHORITY	111	116	118	110	110	111	116	118	110	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
EAST HUDSON PARKWAY AUTH. ¹	--	297	284	292	269	--	277	267	269	--	19	17	21	21	--	0	0	0	0	0	1	0	2		
HOUSING FINANCE AGENCY	18	25	37	38	33	15	23	33	33	1	2	4	5	5	2	0	0	0	0	0	0	0	0		
INVESTIGATION, TEMP. COMM. OF	35	33	30	31	30	34	32	29	30	1	1	1	1	1	0	0	0	0	0	0	0	0	0		
JOB DEVELOPMENT AUTHORITY	10	11	11	9	9	10	10	10	9	0	1	1	0	0	0	0	0	0	0	0	0	0	0		
HEALTH & MENTAL HYGIENE	134	177	208	224	201	127	166	191	201	5	5	8	16	16	0	2	3	2	2	4	6	5	5		
FACILITIES IMPROVEMENT CORP.	126	118	129	127	127	124	118	127	127	2	0	1	0	0	0	0	0	0	0	0	1	0	0		
NY HIGHER EDUC. ASST. CORP.	175	244	247	263	259	173	241	244	259	2	3	3	3	3	0	0	0	0	0	0	0	0	1		
TEACHER'S RETIREMENT	2,391	2,391	2,297	2,431	2,371	2,328	2,328	2,240	2,371	59	60	55	56	56	4	3	2	4	0	0	0	0	0		
THRUWAY AUTHORITY																									

1 These agencies were not included in the 1967 survey
2 Established by Chapter 140, Laws of 1970, abolishing Conservation Department and creating new Environmental Conservation Department and Office of Parks & Recreation.
3 Twenty persons were transferred from the Department of Agriculture & Markets, approximately 500 from the Department of Health, one from Local Government to the new Agency. About 2300 employees from Department of Conservation were transferred to the new Office of Parks & Recreation.
4 Includes Division of Parks--see Office of Parks & Recreation
5 Three Puerto Ricans reported under Executive Chamber counted in 1968 "White" totals
6 Includes State Board of Mediation, Board of Standards & Appeals Labor Relations Board, Division of Employment, State Insurance Fund and Workmen's Compensation Board

TABLE III
State Agencies With a Change of Fifty or More Employees From 1969 to 1970

Agency	Employment			Net Change in Ethnic Groups from 1969 - 1970					
	1967	1968	1969	1970	Net Change	White	Black	Puerto Rican	Other Minorities
Agriculture & Markets	981	829	940	997	+ 57	+ 45	+ 16	- 3	- 1
Audit & Control	1,759	1,912	1,877	1,971	+ 94	+ 80	+ 10	+ 1	+ 3
Civil Service	747	846	822	944	+ 122	+ 97	+ 24	- 1	+ 2
Education Department	2,529	3,219	3,516	3,688	+ 172	+ 126	+ 45		+ 1
Alcoholic Beverage Control	570	571	560	688	+ 128	+ 117	+ 11		
General Services, Office of	1,930	2,608	2,649	2,738	+ 89	+ 58	+ 25	+ 4	+ 2
Human Rights, Division of	217	198	215	277	+ 62	+ 31	+ 12	+ 17	+ 2
Identification and Intelligence System	498	542	620	727	+ 107	+ 91	+ 16		
Parks and Recreation, Office of		2,553	2,660	3,027	+ 367	+ 364	- 7	+ 1	+ 9
Parole, Division of	707	887	886	949	+ 63	+ 53	+ 6	+ 4	
State Police	3,345	3,708	3,623	3,782	+ 159	+ 162	- 1	- 4	+ 2
Youth, Division For	321	398	414	471	+ 57	+ 40	+ 11	+ 7	- 1
Health ¹	4,336	4,751	4,888	4,618	- 270	- 304	+ 10	+ 16	+ 8
Insurance	647	667	651	750	+ 99	+ 92	+ 2	+ 4	+ 1

TABLE III

State Agencies With a Change of Fifty or More Employees From 1969 to 1970

Agency	Employment			Net Change in Ethnic Groups from 1969 - 1970					
	1967	1968	1969	1970	Net Change	White	Black	Puerto Rican	Other Minorities
Labor Department ²	12,170	12,310	12,127	12,351	+ 224	+ 81	+ 114	+ 16	+ 13
Division of Employment ²	7,565	7,760	7,806	8,040	+ 234	+ 113	+ 100	+ 14	+ 7
Law	825	945	864	983	+ 119	+ 115	+ 2	+ 5	- 3
Mental Hygiene	47,479	50,824	52,161	59,503	+ 7,342	+ 5,250	+ 1,443	+ 412	+ 237
Narcotic Addiction Control Commission	975	1,945	2,897	4,560	+ 1,663	+ 848	+ 684	+ 120	+ 11
Motor Vehicles	3,142	3,503	3,410	3,700	+ 290	+ 230	+ 54	+ 6	
Public Service	542	538	539	650	+ 111	+ 97	+ 8	+ 4	+ 2
Social Services	3,375	3,709	3,674	4,013	+ 339	+ 257	+ 50	+ 37	- 5
State University of N.Y.	20,790	21,959	24,741	26,829	+ 2,088	+ 1,640	+ 338	+ 40	+ 70
Taxation & Finance	5,397	5,718	5,946	6,079	+ 133	+ 58	+ 56	+ 20	- 1
Transportation	14,098	13,989	13,958	14,619	+ 661	+ 666	- 10	- 3	+ 8
Thruway Authority	2,391	2,391	2,297	2,431	+ 134	+ 131	+ 1	+ 2	
Total					+14,644	+10,538	+ 3,020	+ 719	+ 367
Percent Change in Totals						Percent each group is of total net gain			
					+ 72.0	+ 20.6	+ 4.9		+ 2.5

Percent each group is of total net gain

¹ Approximately 500 employees were transferred from the Dept. of Health to the newly created Environmental Conservation Dept.² Labor Dept. includes Division of Employment, Labor Relations Board, State Mediation Board

TABLE IV

Percentage Distribution of Employment in Agencies
With 1,000 or More Employees in 1970 By Ethnic Group
and By Agency, 1967, 1968, 1969 and 1970

Percentage Distribution¹

<u>Agency</u>	<u>Year</u>	<u>Employ- ment</u>	<u>Of Total NYS Employment</u>	<u>Of Total NYS Black Employment</u>	<u>Of Black Employment Within Agency</u>	<u>Of Total Puerto Rican Employment</u>	<u>Of Puerto Rican Employment Within Agency</u>
Mental Hygiene	1967	47,479	32.7	61.1	21.2	71.7	2.7
	1968	50,824	32.7	59.8	22.0	66.0	2.6
	1969	52,161	32.3	60.3	24.4	68.8	3.3
	1970	59,503	33.7	58.9	23.8	66.1	3.6
State University	1967	20,790	14.3	6.8	5.4	5.4	0.4
	1968	21,959	14.1	6.5	5.5	6.0	0.5
	1969	24,741	15.3	7.9	7.4	4.9	0.5
	1970	26,829	15.2	8.3	7.5	5.0	0.6
Transportation	1967	14,098	9.7	1.0	1.1	0.5	0.1
	1968	13,989	9.0	1.0	1.3	1.0	0.1
	1969	13,958	8.6	0.9	1.4	0.9	0.1
	1970	14,619	8.3	0.8	1.2	0.6	0.1
Labor ²	1967	12,170	8.4	9.5	12.9	5.1	0.7
	1968	12,310	7.7	9.2	14.0	5.0	0.8
	1969	12,127	7.5	8.4	14.5	6.0	1.2
	1970	12,351	7.0	7.8	15.2	5.2	1.4
Division of ² Employment	1967	7,565	5.2	4.7	10.3	2.2	0.5
	1968	7,760	5.0	5.1	12.2	2.1	0.5
	1969	7,806	4.8	4.6	12.5	2.8	0.9
	1970	8,040	4.5	4.5	13.4	2.6	1.1

TABLE IV

Percentage Distribution of Employment in Agencies
With 1,000 or More Employees in 1970 By Ethnic Group
and By Agency, 1967, 1968, 1969 and 1970

Agency	Year	Employ- ment	Percentage Distribution ¹				Of Puerto Rican Employment Within Agency
			Of Total NYS Employment	Of Black Employment Within Agency	Of Total Puerto Rican Employment		
Correction	1967	6,574	4.5	1.8	4.4	0.2	0.0 ³
	1968	6,590	4.2	1.9	5.1	0.5	0.1
	1969	6,835	4.2	1.6	4.8	0.1	0.4
	1970	6,884	3.9	1.4	4.8	0.7	0.3
Taxation and Finance	1967	5,397	3.7	1.9	5.8	2.0	0.6
	1968	5,718	3.7	1.9	6.3	2.2	0.8
	1969	5,946	3.7	1.6	5.6	1.5	0.6
	1970	6,079	3.4	1.6	6.4	1.8	1.0
Health	1967	4,336	3.0	2.4	9.2	1.3	0.5
	1968	4,751	3.1	2.1	8.3	1.0	0.4
	1969	4,888	3.0	2.0	8.4	1.0	0.5
	1970	4,618	2.6	1.8	9.1	1.3	0.9
Narcotic Addiction Control Commission	1967	975	0.7	2.6	43.4	3.5	6.5
	1968	1,945	1.3	4.0	38.3	5.6	5.7
	1969	2,897	1.8	4.2	37.0	6.2	5.4
	1970	4,560	2.6	7.3	38.5	8.6	6.1
Social Services	1967	3,375	2.3	3.2	15.7	2.4	1.2
	1968	3,709	2.4	3.1	15.8	2.8	1.5
	1969	3,674	2.3	2.6	15.1	1.4	1.0
	1970	4,013	2.3	2.5	15.0	2.2	1.8

TABLE IV

Percentage Distribution of Employment in Agencies
With 1,000 or More Employees in 1970 By Ethnic Group
and By Agency, 1967, 1968, 1969 and 1970

Percentage Distribution¹

Agency	Year	Employ- ment	Of Total NYS Employment	Of Total NYS Black Employment	Of Black Employment Within Agency	Of Total Puerto Rican Employment	Of Puerto Rican Employment Within Agency
State Police	1967	3,345	2.3	0.1	0.4	0.1	0.1
	1968	3,708	2.4	0.1	0.6	0.3	0.2
	1969	3,623	2.2	0.1	0.5	0.2	0.2
	1970	3,782	2.1	0.1	0.4	0.1	0.1
Motor Vehicles	1967	3,142	2.2	1.6	8.4	0.3	0.2
	1968	3,503	2.3	1.7	9.3	0.8	0.5
	1969	3,410	2.1	1.4	8.8	0.6	0.4
	1970	3,700	2.1	1.5	9.6	0.6	0.5
Education	1967	2,529	1.7	1.1	7.0	0.5	0.3
	1968	3,219	2.0	1.0	5.6	1.1	0.7
	1969	3,516	2.2	1.0	6.0	0.8	0.6
	1970	3,688	2.1	1.1	6.9	0.6	0.6
Office of Parks, and Recreation	1970	3,027	1.7	0.5	3.7	0.2	0.2
Environmental Conservation	1970	2,877	1.6	0.1	0.6	0.1	0.1
Office of General Services	1967	1,930	1.3	2.1	17.8	1.0	0.9
	1968	2,608	1.7	2.0	14.2	0.8	0.6
	1969	2,649	1.7	2.7	13.7	0.9	0.8
	1970	2,738	1.5	1.6	14.2	0.8	0.9
Thruway Authority	1967	2,391	1.6	0.4	2.5	0.2	0.2
	1968	2,391	1.5	0.3	2.5	0.2	0.1
	1969	2,297	1.4	0.3	2.4	0.1	0.1
	1970	2,431	1.4	0.2	2.3	0.1	0.2

TABLE IV

Percentage Distribution of Employment in Agencies
With 1,000 or More Employees in 1970 By Ethnic Group
and By Agency, 1967, 1968, 1969 and 1970

Agency	Year	Percentage Distribution ¹				
		Employ- ment	Of Total NYS Employment	Of Total NYS Black Employment	Of Black Employment Within Agency	Of Total Puerto Rican Employment
Audit & Control	1967	1,759	1.2	0.3	2.4	0.2
	1968	1,912	1.2	0.4	3.8	0.2
	1969	1,877	1.2	0.3	3.6	0.1
	1970	1,971	1.1	0.3	3.9	0.2
Workmen's Compensation Board	1967	1,573	1.1	1.8	19.3	1.4
	1968	1,593	1.0	1.6	18.8	1.4
	1969	1,575	1.0	1.5	20.2	1.7
	1970	1,581	0.9	1.4	20.9	2.1
State Insurance Fund	1967	1,588	1.1	2.4	24.9	1.4
	1968	1,498	1.0	2.0	24.6	1.5
	1969	1,442	0.9	1.8	25.9	1.8
	1970	1,396	0.8	1.6	27.0	2.1

¹ An adjustment was made in the 1967 percentage distribution of employment of agencies with 1,000 or more employees. The inclusion of SUNY in this adjustment contributed to a change of the percentages shown in Table 1 of the 1967 survey report.

² The Division of Employment, Labor Relations Board, State Insurance Fund, Workmen's Compensation Board support the total employment 1967 to 1970 for the Department of Labor. However, for additional analysis of agencies with 1,000 or more employees, the Division of Employment, the State Insurance Fund and the Workmen's Compensation Board are presented separately in this table.

³ Less than 0.05 percent.

⁴ Chapter 140 of Laws of 1970 created a new Department of Environmental Conservation and a new Office of Parks and Recreation in the Executive Department.

TABLE VI

Percentage of Employees* By Sex and By Ethnic Group
1967, 1968, 1969 and 1970

Ethnic Group	Both Sexes				Male			Female		
	1967		1968		1969		1970		1967	
	No.	%	No.	%	No.	%	No.	%	%	%
All Groups	145,082	100.0	155,576	100.0	161,410	100.0	176,815	100.0	42.3	44.2
White	125,629	86.6	133,822	86.0	136,465	84.5	147,805	83.7	40.0	41.0
Black	16,519	11.4	18,714	12.0	21,122	13.1	24,081	13.6	59.9	64.3
Puerto Rican	1,777	1.2	1,979	1.3	2,525	1.6	3,251	1.8	40.7	46.7
Other Minorities	1,157	0.8	1,061	0.7	1,298	0.8	1,678	0.9	44.0	36.8

*Includes State University of New York

TABLE VII

Distribution of State Employees¹ By Occupational Group
1967, 1968, 1969 and 1970

Occupational Group	1967		1968		1969		1970	
	Number	%	Number	%	Number	%	Number	%
All Groups	145,082	100.0	155,576	100.0	161,410	100.0	176,815	100.0
Laborers	6,667	4.6	7,477	4.8	7,025	4.4	8,567	4.8
Service Workers	39,536	27.3	42,382	27.2	42,409	26.3	45,884	26.1
Protective Service Workers	9,291	6.4	10,285	6.6	11,069	6.9	12,225	6.9
Operatives	5,112	3.5	5,307	3.4	5,370	3.3	8,108	4.6
Clericals	31,263	21.5	34,188	22.0	35,224	21.8	37,368	21.1
Craftsmen	5,915	4.1	5,767	3.7	7,157	4.4	6,066	3.4
Technicians	3,898	2.7	3,770	2.4	4,459	2.8	5,802	3.3
Investigators & Inspectors	2,940	2.0	2,596	1.7	2,441	1.5	2,573	1.5
Date Processors	431	0.3	749	0.5	1,123	0.7	1,094	0.6
Management ²	--	--	769	0.5	804	0.5	965	0.5
Administrators & Professionals	40,029	27.6	42,286	27.2	44,329	27.4	48,163	27.2

¹ Includes employees of State University of New York

² Management employees were reported under Administrators and Professionals in 1967

TABLE VIII

Number of State Employees¹ By Ethnic Group and By Occupational Group
1967, 1968, 1969 and 1970

Occupational Group	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
All Groups	125,629	133,822	136,465	147,805	16,519	18,714	21,122	24,081	1,777	1,979	2,525	3,251	1,157	1,061	1,298	1,678
Laborers	6,075	6,773	6,379	7,720	448	513	531	645	124	157	76	89	20	34	39	113
Service Workers	28,540	30,246	28,160	29,947	9,776	10,965	12,573	13,850	1,004	1,028	1,502	1,792	216	143	174	295
Protective Service Workers	8,656	9,264	9,689	10,384	594	942	1,230	1,640	36	66	141	182	5	13	9	19
Operatives	4,644	4,713	4,769	7,216	354	441	438	575	100	128	141	282	14	25	22	35
Clericals	28,401	30,773	31,640	33,156	2,577	3,072	3,202	3,669	222	293	309	447	63	50	73	96
Craftsmen	5,643	5,563	6,873	5,827	192	138	204	177	75	52	68	52	5	14	12	10
Technicians	3,586	3,480	4,081	5,307	169	225	304	425	25	50	36	37	118	15	38	33
Investigators and Inspectors	2,787	2,438	2,318	2,400	132	134	105	146	18	22	14	21	3	2	4	6
Data Processors	419	742	1,070	1,049	11	7	46	36	0	0	3	1	1	0	4	8
Management ²	--	759	780	935	--	9	17	27	--	1	2	2	--	0	5	1
Administrators and Professionals	36,878	39,071	40,706	43,864	2,266	2,268	2,472	2,891	173	182	233	346	712	765	918	1,062

¹Includes Employees of the State University of New York

²Management employees were reported in 1967 under Administrators and Professionals category

TABLE IX

Percentage Distribution of State Employees¹
By Ethnic Group and By Occupational Group
1967, 1968, 1969 and 1970

Occupational Group	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
All Groups	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Laborers	4.8	5.1	4.7	5.2	2.7	2.7	2.5	2.7	7.0	7.9	3.0	2.7	1.7	3.2	3.0	6.7
Service Workers	22.7	22.6	20.6	20.3	59.2	58.8	59.5	57.6	56.6	52.1	59.5	55.3	18.7	13.5	13.4	17.5
Protective Service Workers	6.9	6.9	7.1	7.0	3.6	5.0	5.8	6.8	2.0	3.3	5.6	5.6	0.4	1.2	0.7	1.1
Operatives	3.7	3.5	3.5	4.9	2.1	2.4	2.1	2.4	5.6	6.5	5.6	8.7	1.2	2.4	1.7	2.1
Clericals	22.6	23.0	23.2	22.4	15.6	16.4	15.2	15.2	12.5	14.9	12.2	13.7	5.4	4.7	5.6	5.7
Craftsmen	4.5	4.2	5.0	3.9	1.2	0.7	1.0	0.7	4.2	2.6	2.7	1.6	0.4	1.3	0.9	0.6
Technicians	2.9	2.6	3.0	3.6	1.0	1.2	1.4	1.8	1.4	2.5	1.4	1.1	10.2	1.4	2.9	2.0
Investigators and Inspectors	2.2	1.8	1.7	1.6	0.8	0.7	0.5	0.6	1.0	1.1	0.6	0.6	0.3	0.2	0.3	0.4
Data Processors	0.3	0.6	0.8	0.7	0.1	0.0 ²	0.2	0.1	0.0	0.0	0.1	0.0 ²	0.1	0.0	0.3	0.5
Management ³	--	0.6	0.6	0.6	--	0.0 ²	0.1	0.1	--	0.1	0.1	0.1	--	0.0	0.4	0.1
Administrators and Professionals	29.4	29.1	29.8	29.8	13.7	12.1	11.7	12.0	9.7	9.2	9.2	10.6	61.6	72.1	70.8	63.3

¹Includes Employees of the State University of New York

²Less than 0.05%

³Management employees were reported under Administrators and Professionals in 1967

TABLE X

Distribution of State Employees¹
By Ethnic Group and By Salary Grade
1967, 1968, 1969 and 1970

Salary Grade	Year	All Employees		White		Black		Puerto Rican		Other Minorities	
		No.	%	No.	%	No.	%	No.	%	No.	%
All Grades	1967	145,082	100.0	125,629	100.0	16,519	100.0	1,777	100.0	1,157	100.0
	1968	155,576	100.0	133,822	100.0	18,714	100.0	1,979	100.0	1,061	100.0
	1969	161,410	100.0	136,465	100.0	21,122	100.0	2,525	100.0	1,298	100.0
	1970	176,815	100.0	147,805	100.0	24,081	100.0	3,251	100.0	1,678	100.0
Grades 1-6	1967	59,096	40.7	46,576	37.0	10,872	65.7	1,295	72.9	353	30.5
	1968	63,561	41.0	49,610	37.0	12,346	66.0	1,383	69.9	222	20.9
	1969	64,024	39.7	48,224	35.3	13,792	65.3	1,750	69.3	258	19.9
	1970	69,886	39.6	52,267	35.4	15,031	62.5	2,141	65.9	447	26.7
Grades 7-13	1967	43,434	30.0	38,910	31.0	4,006	24.3	349	19.6	169	14.6
	1968	48,601	31.2	43,445	32.5	4,594	24.5	444	22.4	118	11.1
	1969	50,204	31.1	44,147	32.4	5,251	24.9	586	23.2	220	16.9
	1970	52,402	29.6	45,089	30.5	6,314	26.2	786	24.2	213	12.7

TABLE I
Distribution of State Employees¹
By Ethnic Group and By Salary Grade
1967, 1968, 1969 and 1970

Salary Grade	Year	All Employees		White		Black		Puerto Rican		Other Minorities	
		No.	\$	No.	\$	No.	\$	No.	\$	No.	\$
Grades 14-20	1967	28,918	19.9	27,211	21.7	1,368	8.3	97	5.5	242	20.9
	1968	27,895	17.9	26,086	19.5	1,425	7.6	110	5.6	274	25.8
	1969	31,064	19.2	28,962	21.2	1,631	7.7	142	5.6	329	25.3
	1970	35,378	20.0	32,675	22.1	2,107	8.7	221	6.8	375	22.3
Grades 21-30	1967	11,551	8.0	10,920	8.7	244	1.5	34	1.9	353	30.5
	1968	12,176	7.8	11,519	8.6	293	1.6	28	1.4	336	31.7
	1969	12,492	7.7	11,751	8.6	367	1.7	35	1.4	339	26.1
	1970	14,914	8.4	13,952	9.4	513	2.1	66	2.0	383	22.8
Grades 31-38	1967	2,083	1.4	2,012	1.6	29	0.2	2	0.1	40	3.5
	1968	3,343	2.1	3,162	2.4	56	0.3	14	0.7	111	10.5
	1969	3,593	2.2	3,381	2.5	81	0.4	12	0.5	152	11.7
	1970	4,235	2.4	3,822	2.6	116	0.5	37	1.1	260	15.5

32

¹Includes Employees of the State University of New York

TABLE XI

Distribution of State Employees¹ By Ethnic Group and Sex and By Salary Grade
1967, 1968, 1969 and 1970

		White				Black				Puerto Rican				Other Minorities			
		Male Number	%	Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%
All Grades	1967	71,335	100.0	52,957	100.0	63,954	89.6	42,484	80.3	6,054	8.5	9,341	17.6	972	1.4	709	1.3
	1968	74,183	100.0	59,434	100.0	66,735	90.0	46,866	78.9	5,986	8.1	11,518	19.4	1,059	1.4	802	1.3
	1969	76,096	100.0	60,573	100.0	67,728	89.0	46,264	76.4	6,599	8.7	12,861	21.2	1,254	1.6	1,147	1.9
	1970	83,017	100.0	66,969	100.0	73,074	88.1	50,618	75.6	7,672	9.2	14,409	21.5	1,615	1.9	1,472	2.2
Grades 1 - 6	1967	19,827	100.0	32,166	100.0	15,381	77.5	24,965	77.5	3,720	18.8	6,378	19.8	667	3.4	557	1.7
	1968	19,355	100.0	37,115	100.0	15,381	79.5	27,981	75.4	3,222	16.6	8,383	22.6	677	3.5	638	1.7
	1969	19,024	100.0	37,000	100.0	14,801	77.8	26,563	71.8	3,372	17.7	9,398	25.4	776	4.1	902	2.4
	1970	21,553	100.0	40,812	100.0	16,666	77.4	29,259	71.7	3,760	17.4	10,222	25.0	947	4.4	1,101	2.7
Grades 7 - 13	1967	26,165	100.0	13,164	100.0	24,346	93.0	10,716	81.4	1,544	5.9	2,260	17.2	224	0.9	106	0.8
	1968	30,060	100.0	14,322	100.0	27,804	92.5	11,733	82.0	1,897	6.3	2,440	17.0	298	1.0	115	0.8
	1969	28,991	100.0	15,350	100.0	26,266	90.6	12,420	81.0	2,247	7.7	2,690	17.5	370	1.3	188	1.2
	1970	29,890	100.0	16,163	100.0	26,631	89.1	12,663	78.3	2,686	9.0	3,161	19.6	489	1.6	262	1.6

TABLE XI

Distribution of State Employees¹ By Ethnic Group and Sex and By Salary Grade
1967, 1968, 1969 and 1970

		White		Black		Puerto Rican		Other Minorities	
		Male Number	Female Number	Male Number	Female Number	Male Number	Female Number	Male Number	Female Number
Grades 14 - 20	1967	17,867	6,712	618	646	63	30	77	40
	1968	16,500	6,852	669	615	58	36	105	54
	1969	18,963	6,952	721	674	73	49	111	60
	1970	21,087	8,387	903	892	112	87	120	82
Grades 21 - 30	1967	6,312	857	150	53	16	16	151	34
	1968	6,250	930	159	68	18	7	91	30
	1969	6,909	1,065	200	89	25	6	113	29
	1970	7,818	1,255	247	117	43	10	109	30
Grades 31 - 38	1967	1,164	58	22	4	2	0	17	1
	1968	2,018	215	39	12	8	6	71	17
	1969	2,209	206	59	10	10	2	108	23
	1970	2,669	352	76	17	24	12	163	51

¹Does not include State University of New York

TABLE XII

Distribution of State Employees¹ By Ethnic Group
Within Each Jurisdictional Classification
1967, 1968, 1969 and 1970

Jurisdictional Classification	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
All Groups	125,629	133,822	136,465	147,805	16,519	18,714	21,122	24,081	1,777	1,979	2,525	3,251	1,157	1,061	1,298	1,678
Competitive, Permanent	75,740	81,642	78,145	83,500	12,625	14,089	14,714	15,795	1,244	1,283	1,407	1,647	576	393	399	565
Provisional ²	--	2,746	3,564	5,903	--	555	778	1,764	--	78	130	291	--	15	53	93
Temporary	4,694	1,851	2,686	3,823	763	356	696	938	76	36	112	138	19	15	42	46
Non-Competitive	15,331	15,685	18,068	17,838	1,317	1,709	2,256	2,385	292	375	559	665	137	185	258	356
Exempt	1,950	2,126	2,154	2,105	119	136	185	157	24	27	42	29	0	2	19	2
Labor	5,135	5,246	5,483	6,427	537	608	770	845	42	51	140	262	10	22	28	33
Unclassified	58	115	130	261	6	5	6	6	0	1	1	1	0	0	1	1
Other Classes ³	3,530	4,190	3,762	3,835	28	46	55	191	3	10	10	54	36	19	13	30

¹Does not include State University of New York whose job classification system is not the same as used by other agencies; State University of New York, in 1970, reported 12,84 persons in the Classified Service, 10,888 in Non-Statutory positions and 3,557 in Unclassified Service.

²Provisional employees were reported with Temporary employees in 1967.

³Not under Civil Service Rules and Regulations.

Percentage Distribution of State Employees¹
By Ethnic Group and By Jurisdictional Classification
1967, 1968, 1969 and 1970

1 Does not include State University of New York whose job classification system is not the same as used by other agencies; State University of New York, in 1970, reported 12,384 persons in the Classified Service, 10,888 in Non-Statutory positions and 3,557 in Unclassified Service.
2 Provisional employees were reported with Temporary employees in 1967.
3 Not under Civil Service Rules and Regulations.

TABLE XIV

Percentage Distribution of State Employees¹
by Ethnic Group By Jurisdictional Classification
1967, 1968, 1969 and 1970

Jurisdictional Classification	All Ethnic Groups				White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
All Classes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Competitive, Permanent	72.6	73.0	69.2	67.7	71.2	71.9	68.5	67.5	82.0	80.4	75.5	71.6	74.0	68.9	58.6	53.5	74.0	60.4	49.4	50.1
Temporary	4.5	1.7	2.6	3.3	4.4	1.6	2.4	3.1	5.0	2.0	3.6	4.2	4.5	1.9	4.7	4.5	2.5	2.3	5.1	4.1
Provisional ²	--	2.5	3.3	5.4	--	2.4	3.1	4.8	--	3.2	4.1	8.0	--	4.2	5.4	9.4	--	2.3	6.5	8.3
Non-Competitive	13.7	13.4	15.5	14.2	14.4	13.8	15.9	14.4	8.5	9.8	11.6	10.8	17.4	20.2	23.3	21.5	17.6	28.4	31.6	31.6
Exempt	1.7	1.7	1.8	1.5	1.8	1.9	1.9	1.7	0.8	0.8	0.9	0.7	1.4	1.5	1.7	0.9	0.0	0.3	2.3	0.2
Labor	4.6	4.4	4.7	5.0	4.8	4.6	4.8	5.2	3.5	3.5	4.0	3.8	2.5	2.7	5.8	8.5	1.3	3.4	3.4	2.9
Unclassified	0.03	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.03	0.03	0.03	0.03	0.0	0.1	0.03	0.03	0.0	0.0	0.1	0.1
Other Classes ⁴	2.9	3.2	2.8	2.7	3.3	3.7	3.3	3.1	0.2	0.3	0.3	0.9	0.2	0.5	0.5	1.7	4.6	2.9	1.6	2.7

¹Does not include the State University of New York whose job classification system is not the same as used by other agencies; State University of New York, in 1970, reported 46.2% of their positions are in the Classified Service, 40.6% are non-statutory and 13.3% are in the Unclassified Service.

²Provisional employees were reported with Temporary employees in 1967.

³Less than 0.05%.

⁴Not under Civil Service Rules and Regulations.

1970
FOURTH ANNUAL REPORT
ON THE
OCCUPATIONS, JOB STATUS AND
ETHNIC CHARACTERISTICS
OF EMPLOYEES
IN
NEW YORK STATE AGENCIES

APPENDIX A

TABLE A-1
Distribution of Population of New York State and of State Employees¹ by County

County	Total Population 1970		State Employees				1970	
	Number	Percent	1967	1968	1969	Percent	Number	Percent
All Counties	18,190,740	100.0	124,276	133,599	136,659	100.0	149,969	100.0
Albany	285,618	1.6	28,172	30,693	31,798	23.3	33,007	22.1
Allegany	46,456	0.3	108	121	117	0.1	157	0.1
Bronx	1,472,216	8.1	1,266	1,642	1,901	1.2	2,474	1.6
Broome	221,815	1.2	2,271	2,300	2,430	1.7	2,655	1.8
Cattaraugus	81,666	0.4	547	596	281	0.4	672	0.4
Cayuga	77,439	0.4	659	651	636	0.5	689	0.5
Chautauque	147,305	0.8	282	305	301	0.2	312	0.2
Chemung	101,537	0.6	659	673	705	0.5	792	0.5
Chemango	46,368	0.3	271	294	305	0.2	317	0.2
Clinton	72,934	0.4	1,070	1,160	1,196	0.9	1,201	0.8
Columbia	51,519	0.3	581	555	538	0.4	581	0.4
Cortland	45,894	0.3	184	153	159	0.1	176	0.1
Delaware	44,718	0.2	289	313	310	0.2	338	0.2
Dutchess	222,295	1.2	7,240	8,098	8,185	6.1	8,847	5.9

- A-1 -

Distribution of Population of New York State and of State Employees ¹ by County

- A-2 -

TABLE A-1

Distribution of Population of New York State and of State Employees ¹ by County

County	Total Population 1970		State Employees							
	Number	Percent	1967		1968		1969		1970	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent
Nassau	1,422,905	7.8	1,401	1.1	1,652	1.2	1,565	1.1	1,694	1.1
New York	1,524,541	8.4	15,821	12.7	16,377	12.3	16,434	12.0	17,906	12.0
Niagara	235,720	1.3	431	0.3	447	0.3	456	0.3	523	0.3
Oneida	273,037	1.5	5,204	4.2	5,833	4.4	4,098	3.0	6,269	4.2
Onondaga	472,185	2.6	2,512	2.0	2,614	2.0	2,791	2.0	2,924	1.9
Ontario	78,849	0.4	179	0.1	187	0.1	156	0.1	218	0.1
Orange	220,558	1.2	2,376	1.9	2,768	2.1	2,924	2.1	2,858	1.9
Orleans	37,305	0.2	290	0.2	325	0.2	388	0.2	454	0.3
Oswego	100,897	0.6	154	0.1	166	0.1	215	0.1	199	0.1
Otsego	56,181	0.3	365	0.3	391	0.3	392	0.3	402	0.3
Putnam	56,696	0.3	41	0.0 ²	44	0.0 ²	98	0.1	134	0.1
Queens	1,973,708	10.9	3,128	2.5	3,520	2.6	3,710	2.7	4,537	3.0
Rensselaer	152,510	0.8	250	0.2	247	0.2	245	0.2	284	0.2
Richmond	295,443	1.6	2,390	1.9	2,817	2.1	3,126	2.3	4,218	2.8
Rockland	229,903	1.3	4,787	3.9	5,113	3.8	5,581	4.0	5,829	3.9

- A-3 -

TABLE A-1
Distribution of Population of New York State and of State Employees¹ by County

County	Total Population 1970		State Employees							
	Number	Percent	1967		1968		1969		1970	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent
St. Lawrence	111,991	0.6	1,121	0.9	1,364	1.0	1,263	1.0	1,324	0.9
Saratoga	121,679	0.7	879	0.7	915	0.7	990	0.7	1,013	0.7
Schenectady	160,979	0.9	133	0.1	131	0.1	133	0.1	166	0.1
Schoharie	24,750	0.1	100	0.1	104	0.1	104	0.1	119	0.1
Schuyler	16,737	0.1	88	0.1	100	0.1	102	0.1	114	0.1
Seneca	35,083	0.2	1,410	1.1	1,508	1.1	1,637	1.1	1,741	1.2
Steuben	99,546	0.5	668	0.5	638	0.5	710	0.5	701	0.5
Suffolk	1,116,672	6.1	12,599	10.0	12,864	9.6	13,980	10.2	14,929	10.1
Sullivan	52,580	0.3	410	0.3	530	0.4	566	0.4	342	0.2
Tioga	46,513	0.3	64	0.1	68	0.0 ²	66	0.0 ²	62	0.0 ²
Tompkins	76,879	0.4	170	0.1	234	0.2	281	0.2	300	0.2
Ulster	141,241	0.8	1,020	0.8	1,060	0.8	1,105	0.8	1,378	0.9
Warren	49,402	0.3	351	0.3	312	0.2	316	0.2	324	0.2
Washington	52,725	0.3	577	0.5	722	0.5	732	0.5	763	0.5
Wayne	79,404	0.4	1,391	1.1	1,470	1.1	1,633	1.2	1,672	1.1

TABLE A-1
Distribution of Population of New York State and of State Employees ¹ by County

County	Total Population 1970		State Employees							
	1970		1967		1968		1969		1970	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Westchester	891,409	4.9	2,005	1.6	2,191	1.6	2,201	1.6	2,470	1.6
Wyoming	37,688	0.2	654	0.5	716	0.5	744	0.5	752	0.5
Yates	19,831	0.1	37	0.0 ²	41	0.0 ²	41	0.0 ²	50	0.0 ²

¹ Does not include employees of the State University of New York.
Does not include out-of-state employees of the Commerce Department and Executive Chamber.
² Less than 0.05 percent.

TABLE A-2

Distribution of State Employees¹
By Ethnic Groups and By Counties
1967, 1968, 1969 and 1970

County	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
All Counties	106,422	113,584	113,893	123,692	15,395	17,504	19,460	22,081	1,681	1,860	2,401	3,086	778	651	816	1,126
Albany	27,176	29,479	30,507	31,450	908	1,118	1,175	1,414	24	21	22	32	64	75	94	111
Allegany	107	120	116	157	1	1	1	0	0	0	0	0	0	0	0	0
Bronx	494	751	842	1,093	665	764	835	1,070	107	123	219	292	0	4	5	19
Broome	2,259	2,284	2,414	2,617	6	15	16	24	2	1	0	1	4	0	0	13
Cattaraugus	523	560	273	641	0	2	3	1	0	0	0	0	24	34	5	30
Cayuga	655	647	630	683	4	4	6	6	0	0	0	0	0	0	0	0
Chautauqua	282	305	300	309	0	0	1	2	0	0	0	1	0	0	0	0
Chemung	649	663	693	779	9	10	12	13	1	0	0	0	0	0	0	0
Chenango	270	293	304	316	1	1	1	1	0	0	0	0	0	0	1	1
Clinton	1,069	1,157	1,194	1,198	1	3	0	1	0	0	1	1	0	0	0	0
Columbia	456	449	427	471	123	106	111	110	2	0	0	0	0	0	0	0
Cortland	184	153	159	176	0	0	0	0	0	0	0	0	0	0	0	0
Delaware	283	308	305	332	6	5	5	6	0	0	0	0	0	0	0	0

- A-6 -

TABLE A-2

Distribution of State Employees¹
By Ethnic Groups and By Counties
1967, 1968, 1969 and 1970

County	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
Dutchess	6,512	7,139	7,269	7,748	701	914	854	1,036	13	23	25	25	14	22	37	38
Erie	6,994	7,183	7,238	7,894	919	1,033	1,040	1,180	22	14	11	27	165	153	181	169
Essex	357	430	407	508	0	0	1	1	0	0	0	0	2	2	1	1
Franklin	582	646	671	752	2	5	2	2	2	2	2	2	5	8	6	6
Fulton	214	230	231	257	6	5	7	9	0	0	0	0	0	0	0	0
Genesee	137	272	277	286	0	3	3	3	0	0	0	0	0	2	2	2
Greene	475	479	500	471	8	6	6	6	1	1	3	2	0	0	0	0
Hamilton	71	81	76	133	0	0	0	0	0	0	0	0	0	0	0	0
Herkimer	221	220	183	248	0	0	0	0	1	0	0	0	0	0	0	0
Jefferson	654	745	762	808	0	0	0	0	0	1	1	1	1	1	1	2
Kings	1,080	1,127	1,211	1,146	622	703	799	1,050	59	70	75	106	12	16	21	33
Lewis	125	139	106	130	0	0	0	0	0	0	0	0	0	1	0	0
Livingston	1,524	1,473	1,561	1,630	1	1	3	6	1	0	2	2	13	5	4	3
Madison	146	147	139	171	1	1	1	1	0	0	0	0	0	0	0	0

TABLE A-2
Distribution of State Employees¹
By Ethnic Groups and By Counties
1967, 1968, 1969 and 1970

County	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
Monroe	2,545	2,731	2,633	3,063	408	336	587	639	5	9	12	10	6	17	15	17
Montgomery	284	278	276	285	0	0	0	0	0	0	0	0	0	0	0	0
Nassau	1,317	1,491	1,400	1,538	82	155	160	148	0	2	3	4	2	4	2	4
New York	11,160	11,254	10,897	11,448	4,008	4,333	4,632	5,261	587	719	809	1,067	66	71	96	130
Niagara	419	428	441	508	12	19	14	14	0	0	0	0	0	0	1	1
Oneida	5,071	5,692	4,023	6,102	113	110	48	133	1	2	1	3	19	29	26	31
Onondaga	2,466	2,559	2,710	2,843	39	42	69	71	0	2	2	2	7	11	10	8
Ontario	177	187	155	216	2	0	1	0	0	0	0	0	0	0	0	2
Orange	2,129	2,460	2,582	2,535	217	270	288	265	22	28	31	35	8	10	23	23
Orleans	287	313	376	443	3	10	10	10	0	1	1	1	0	1	1	0
Oswego	154	164	202	198	0	1	11	1	0	0	1	0	0	1	1	0
Otsego	362	390	386	394	1	0	0	0	1	1	3	4	1	0	3	4
Putnam	41	44	97	133	0	0	1	0	0	0	0	1	0	0	0	0
Queens	1,424	1,695	1,668	2,166	1,361	1,721	1,917	2,173	102	81	96	164	241	23	29	34

TABLE A-2

Distribution of State Employees¹
By Ethnic Groups and By Counties
1967, 1968, 1969 and 1970

County	White				Black				Puerto Rican				Other Minorities			
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
Rensselaer	242	221	220	258	7	26	25	25	1	0	0	0	0	0	0	1
Richmond	1,164	1,419	1,517	2,138	1,169	1,277	1,458	1,878	43	97	116	173	14	24	35	29
Rockland	3,315	3,247	3,281	3,504	1,412	1,763	2,101	1,961	50	83	161	192	10	20	33	172
St. Lawrence	1,118	1,359	1,259	1,312	1	1	1	3	0	0	0	0	2	4	3	9
Saratoga	874	908	983	1,006	5	6	6	6	0	0	0	0	0	1	1	1
Schenectady	133	130	133	162	0	1	0	4	0	0	0	0	0	0	0	0
Schoharie	100	104	104	118	0	0	0	1	0	0	0	0	0	0	0	0
Schuyler	88	100	102	114	0	0	0	0	0	0	0	0	0	0	0	0
Seneca	1,405	1,492	1,615	1,719	1	7	9	8	1	0	0	1	3	9	13	13
Steuben	667	637	708	699	1	1	1	1	0	0	0	0	0	0	1	1
Suffolk	9,744	10,021	10,364	10,919	2,141	2,192	2,690	2,923	621	557	773	892	93	94	153	195
Sullivan	406	519	557	335	4	11	7	7	0	0	2	0	0	0	0	0
Tioga	64	68	66	62	0	0	0	0	0	0	0	0	0	0	0	0
Tompkins	166	244	283	284	4	9	13	14	0	0	0	0	0	1	3	2

- A-9 -

TABLE A-2

Distribution of State Employees¹
By Ethnic Groups and By Counties
1967, 1968, 1969 and 1970

County	White			Black			Puerto Rican			Other Minorities		
	1967	1968	1969	1970	1967	1968	1969	1970	1967	1968	1969	1970
Ulster	974	1,005	1,057	1,317	39	44	45	52	7	11	3	8
Warren	350	311	315	323	1	1	1	1	0	0	0	0
Washington	575	718	725	756	1	4	5	5	0	0	0	0
Wayne	1,371	1,428	1,567	1,596	18	34	55	56	1	5	6	10
Westchester	1,641	1,753	1,763	1,959	360	427	427	478	4	6	10	25
Wyoming	653	713	743	749	1	3	0	1	0	0	1	2
Yates	37	41	41	50	0	0	0	0	0	0	0	0

¹Does not include State University of New York which did not provide a county breakdown.

Does not include 16 White employees who worked out-of-state.

Does not include 17 White and 1 Puerto Rican employees who worked out-of-state.

Does not include 9 White and 1 Puerto Rican employees who worked out-of-state.

Does not include 16 White and 1 Puerto Rican employees who worked out-of-state.

TABLE A-3

Distribution of New York State Population and Employment
in 56 State Agencies¹ By Standard Metropolitan Statistical Area

	% of Total State	Total	% of SMSA Total	White	% of SMSA Total	Black	% of SMSA Total	Other	% of SMSA Total
New York State Population	100.0	18,190,740	100.0	15,790,307	86.8	2,166,933	11.9	233,500	1.3
New York State Work Force	100.0	149,986	100.0	123,692	82.5	22,081	14.7	1,126	0.8
Total All SMSAs	86.5	15,726,064	100.0	13,398,764	85.2	2,107,062	13.4	220,238	1.4
Population	80.4	120,636	100.0	96,120	79.7	20,526	17.0	989	0.8
Work Force									
New York City									
(Nassau, Rockland, Suffolk, Westchester, Five Boroughs of New York)	63.4	11,528,649	100.0	9,448,551	82.0	1,883,292	16.3	196,806	1.7
Population	37.6	56,392	100.0	35,911	63.7	16,942	30.0	624	1.1
Work Force									
Albany-Schenectady-Troy									
(Albany, Schenectady, Rensselaer, Saratoga)	4.0	720,786	100.0	694,169	93.3	23,652	3.3	2,965	0.4
Population	23.0	34,470	100.0	32,876	95.4	1,449	4.2	113	0.3
Work Force									
Binghamton (Broome)									
Population	1.5	268,328	100.0	264,775	98.6	2,567	1.0	986	0.4
Work Force	1.8	2,655	100.0	2,617	98.6	24	0.9	13	0.5
Buffalo (Erie, Niagara)									
Population	7.4	1,349,211	100.0	1,230,784	91.2	108,784	8.1	9,643	0.7
Work Force	6.5	9,793	100.0	8,402	85.8	1,194	12.2	170	1.7

TABLE A-3
Distribution of New York State Population and Employment
in 56 State Agencies¹ By Standard Metropolitan Statistical Area

	% of Total State	Total	% of SMSA Total	White	% of SMSA Total	Black	% of SMSA Total	Other	% of SMSA Total
Greater Rochester (Monroe, Livingston, Orleans, Wayne) Population	4.9	882,667	100.0	820,520	93.0	57,688	6.5	4,459	0.5
Work Force	5.0	7,516	100.0	6,752	89.8	711	9.5	30	0.4
Syracuse (Oswego, Onondaga, Madison) Population	3.5	635,946	100.0	608,059	95.6	23,398	3.7	4,489	0.7
Work Force	2.2	3,293	100.0	3,212	97.5	73	2.2	8	0.2
Utica-Rome (Oneida, Herkimer) Population	1.9	340,477	100.0	331,906	97.5	7,681	2.3	890	0.2
Work Force	4.3	6,517	100.0	6,350	97.4	133	2.0	31	0.5

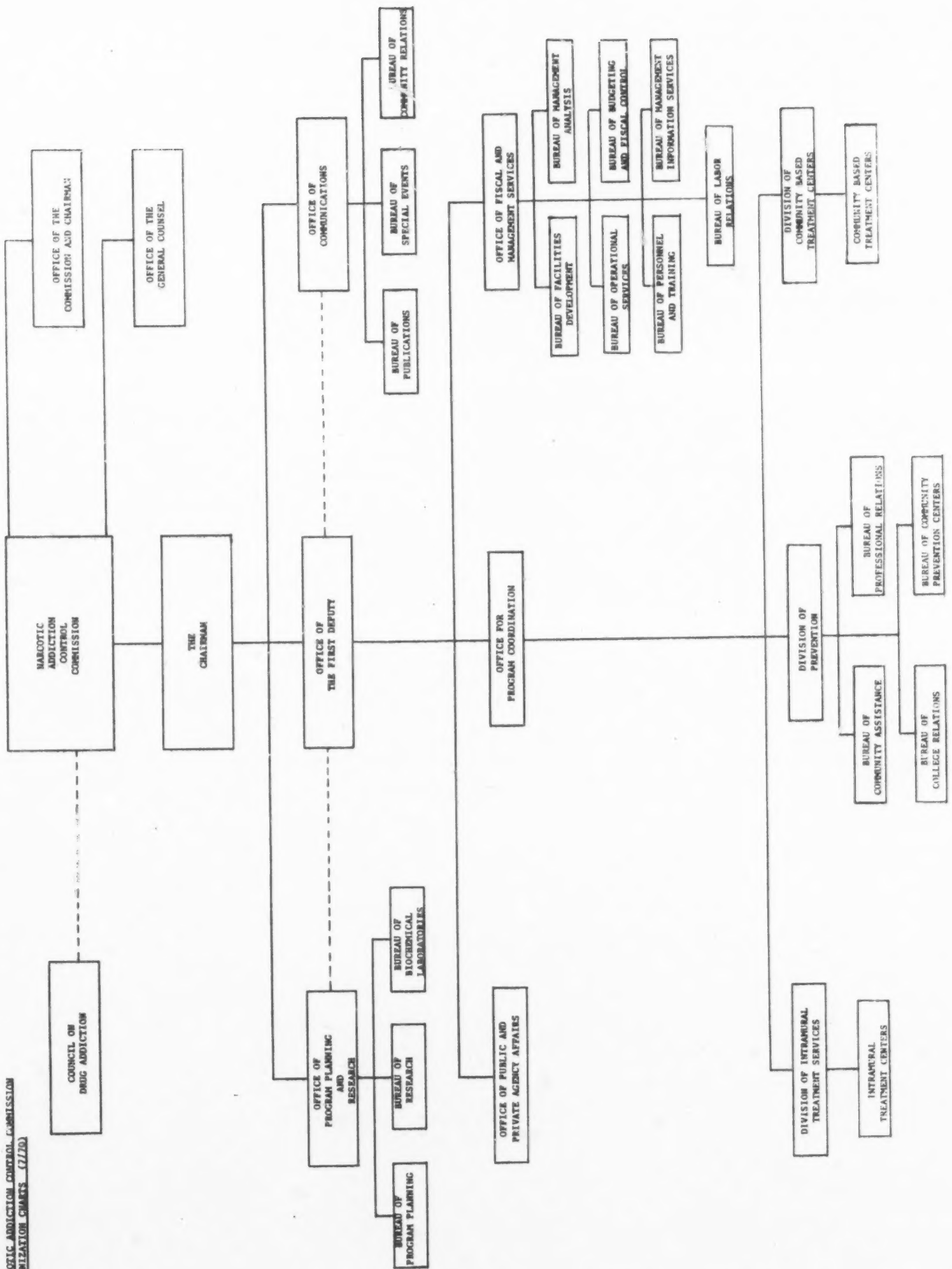
1970
FOURTH ANNUAL REPORT
ON THE
OCCUPATIONS, JOB STATUS AND
ETHNIC CHARACTERISTICS
OF EMPLOYEES
IN
NEW YORK STATE AGENCIES

APPENDIX B

NARCOTIC ADDICTION CONTROL COMMISSION

The Narcotic Addiction Control Commission was created by Article 9, Section 203 of the Mental Hygiene Laws in 1966. The number of employees in the Commission increased from 975 in 1967 to 4,560 in 1970 -- an increase of 368%.

The Narcotic Addiction Control Commission administers the laws relating to the treatment, prevention and research of narcotic addiction and drug abuse. There are presently 18 Intramural and 10 Community-Based Centers for treating addicts certified to the Commission by the courts and 19 Community Drug Abuse Prevention Centers. The Commission is authorized to promote, develop, establish, coordinate and conduct unified programs for education, prevention, diagnosis, treatment, aftercare and control in the field of narcotic addiction and drug abuse. The Commission cooperates with other public and private agencies to attain these objectives through accreditation and funding.



NARCOTIC ADDICTION CONTROL COMMISSION

Total Employment By Ethnic Group

The number of employees in the Commission increased by 3,585 between 1967 and 1970. Of this increase, 2,015 were White which represented 56.2% of the net gain. Black employees gained 1,334 jobs or 37.2% of the net gain. Puerto Ricans gained 215 jobs or 6% of the net gain.

In 1970, 54.9% of the agency's employees were White, 38.5% were Black, 6.1% were Puerto Rican and 0.5% were Other Minorities.

Distribution By Sex

The percentage of employees in the agency who were males increased from 66.8% in 1967 to 71.4% in 1970. The male ratio in this agency in all ethnic groups is higher than females. The primary reason for this is that positions involving the care of males may only be filled by the appointment of males and positions involving the care of females may only be filled by the appointment of females. Most of the rehabilitants in the facilities are male.

Geographic Distribution

The Narcotic Addiction Control Commission's facilities and centers are located in 17 counties of the State with its central headquarters at Albany. The Commission employs 272 persons in Albany, 8.9% of whom are minority group members. In the five boroughs of New York City, the Commission employs 3,147 persons (69% of its total employment). Of this number, 1,864 are minority persons (90.7% of the agency's minority employees).

Geographic Distribution--contd.

In Erie County, the Commission employs 216 people of which 31.5% are minority group members. The agency does not have minority employees in six counties where the employment for this agency totals 20 employees.

Salary Distribution By Ethnic Group

Between 1967 and 1970, the percentage of all Black employees increased by 7% in salary grades 14-20 and by 0.8% in salary grades 21-30; the percentage of all Puerto Rican employees decreased by 3.9% in salary grades 14-20 and by 0.3% in salary grades 21-30; the percentage of all White employees increased by 1.6% in salary grades 14-20 and decreased by 1.8% in salary grades 21-30.

The number of positions in grades 31-38 increased from 21 in the base year 1967 to 92 in 1970. Of this increase of 71 employees, Whites accounted for 50 (70.4%), Blacks 15 (21.1%), Puerto Ricans 4 (5.6%) and Other Minorities 2 (2.8%).

Jurisdictional Classification By Ethnic Group

There has been no significant change in the percentage of employees in any jurisdictional classes from 1967 to 1970.

Occupational Categories By Ethnic Group

Protective service workers represent 2,135 or 46.9% of the agency's work force, administrators and professionals represent 1,159 or 25.5% of the work force and clericals represent 677 or 14.8%. Of all Whites employed by this agency, 900 or 35.9% are administrators and professionals and 872 or 34.8% are protective service workers. Of all Blacks employed by this agency,

Occupational Categories By Ethnic Group--contd.

221 or 12.6% are administrators and professionals and 1,139 or 64.7% are protective service workers. Of all Puerto Ricans employed by the agency, 30 or 10.8% are administrators and professionals and 117 or 42.1% are protective service workers.

TABLE B-1
NARCOTIC ADDICTION CONTROL COMMISSION
Distribution of Employees By Sex
1967, 1969, 1970

Ethnic Group	Both Sexes				Male				Female									
	1967		1969		1967		1969		1967		1969							
	%	%	%	%	%	%	%	%	%	%	%	%						
Total Employees	975	100.0	2,897	100.0	4,560	100.0	651	66.8	2,052	70.8	3,256	71.4	324	33.2	845	29.2	1,304	28.6
White	489	50.1	1,656	57.2	2,504	54.9	335	68.5	1,209	73.0	1,845	73.7	154	31.5	447	27.0	659	26.3
Black	423	43.4	1,073	37.0	1,757	38.5	266	62.9	704	65.6	1,168	66.5	157	37.1	369	34.4	589	33.5
Puerto Rican	63	6.5	158	5.5	278	6.1	50	79.4	131	82.9	228	82.0	13	20.6	27	17.1	50	18.0
"Other" Minorities	0	0.0	10	0.3	21	0.5	0	0.0	8	80.0	15	71.4	0	0.0	2	20.0	6	28.6

TABLE B-2

NARCOTIC ADDICTION CONTROL COMMISSION

Distribution of Employees By Ethnic Group Within 17 Counties

County	Total Number	% of Dept. Total	White		Black		Puerto Rican		Other	
			Number	% Within County	Number	% Within County	Number	% Within County	Number	% Within County
<u>Five Boroughs of New York City</u>										
Bronx	226	5.0	85	37.6	95	42.0	44	19.5	2	0.9
Kings	131	2.9	34	26.0	92	70.2	4	3.1	1	0.8
Queens	443	9.7	192	43.3	243	54.9	8	1.8		
New York	1763	38.7	523	29.7	1043	59.2	186	10.6	11	0.6
Richmond	584	12.8	449	76.8	116	19.9	18	3.1	1	0.2
sub total	3147	69.0	1283 (40.7)*		1589 (50.5)*		260 (8.3)*		15 (0.5)*	

- B-7 -

TABLE B-2

Distribution of Employees By Ethnic Group Within 17 Counties

County	Total Number	% of Dept. Total	White Number	% Within County	Black Number	% Within County	Puerto Rican Number	% Within County	Other Number	% Within County
<u>Counties Outside</u>										
<u>New York City</u>										
Albany	272	6.0	248	91.1	23	8.5	1	0.4		
Broome	2	0.0*	2	100.0						
Clinton	2	0.0*	2	100.0						
Dutchess	359	7.9	329	91.7	27	7.5	3	0.8		
Erie	216	4.7	148	68.5	65	30.1	1	0.5	2	0.9
Monroe	3	0.1	3	100.0						
Nassau	3	0.1	3	100.0						
Oneida	3	0.1	3	100.0						
Onondaga	7	0.2	7	100.0						
Orleans	159	3.5	154	96.9	5	3.1				
Sullivan	199	4.4	195	98.0	4	2.0				
Westchester	188	4.1	127	67.6	44	23.4	13	6.9	4	2.1
sub total	1413	31.0	1221 (86.4)***		168 (11.9)***		18 (1.3)***		6 (0.4)***	21
Grand Total	4560	100.0	2504		1757		278			

* Percent of all persons employed in the five Boroughs

** Less than 0.05%

***Percent of all persons employed in the 12 counties outside of New York City

NARCOTIC ADDICTION CONTROL COMMISSION

Distribution of Employees By Salary Grade Within Ethnic Groups
1967, 1969, 1970

Salary Grade	White						Black						Puerto Rican						Other Minorities					
	1967		1969		1970		1967		1969		1970		1967		1969		1970		1967		1969		1970	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total For All Grades	489	100.0	1,656	100.0	2,504	100.0	423	100.0	1,073	100.0	1,757	100.0	63	100.0	158	100.0	278	100.0	0	0.0	10	100.0	21	100.0
SG 1-6	76	15.5	238	14.4	362	14.5	78	18.4	149	13.9	247	14.1	21	33.3	43	27.2	79	28.4	0	0.0	0	0.0	6	28.6
SG 7-13	220	45.0	803	48.5	1,186	47.3	289	68.3	736	68.6	1,150	65.4	30	47.6	99	62.7	158	56.9	0	0.0	5	50.0	7	33.3
SG 14-20	115	23.5	433	26.1	629	25.1	46	10.9	157	14.6	298	17.0	9	14.3	12	7.6	29	10.4	0	0.0	1	10.0	5	23.8
SG 21-30	61	12.5	145	8.8	260	10.4	7	1.7	17	1.6	44	2.5	2	3.2	3	1.9	7	2.5	0	0.0	1	10.0	1	4.8
SG 31-38	17	3.5	37	2.2	67	2.7	3	0.7	14	1.3	18	1.0	1	1.6	1	0.6	5	1.8	0	0.0	3	30.0	2	9.5

TABLE B-4

NARCOTIC ADDICTION CONTROL COMMISSION

Percentage of Employees By Ethnic Group Within Salary Grades
1967, 1969, 1970

Salary Grade	Department Total		White		Black		Puerto Rican		Other Minorities	
	1967 No.	1969 No.	1967 %	1969 %	1967 %	1969 %	1967 %	1969 %	1967 %	1969 %
SG 1-6	175	430	43.3	55.3	44.7	34.7	12.0	10.0	0.0	0.0
SG 7-13	539	1,643	40.8	48.9	53.6	44.8	5.6	6.0	0.0	0.3
SG 14-20	170	603	67.6	71.8	27.1	26.0	5.3	2.0	0.0	0.2
SG 21-30	70	166	87.1	87.4	10.0	10.2	2.9	1.8	0.0	0.6
SG 31-38	21	55	80.9	67.2	14.3	25.5	4.8	1.8	0.0	5.5
				72.8		19.6		5.4		2.2

TABLE B-5

NARCOTIC ADDICTION CONTROL COMMISSION

Distribution of Employees By Jurisdictional Classification
1967, 1969, 1970

Jurisdictional Classification	Total			White			Black			Puerto Rican			Other Minorities		
	1967 No.	1969 No.	%	1967 No.	1969 No.	1970 No.	1967 No.	1969 No.	1970 No.	1967 No.	1969 No.	1970 No.	1967 No.	1969 No.	1970 No.
Total Distribution in All Classifications	975	2,897	100.0	489	1,656	2,504	423	1,073	1,757	63	158	278	0	10	21
Competitive, Permanent	419	1,894	65.4	245	1,007	1,746	162	803	1,253	12	81	151	0	3	12
Provisional	--*	547	18.9	--*	377	395	--*	132	239	--*	35	57	--*	3	8
Temporary	440	153	5.3	192	96	72	216	47	77	32	9	8	0	1	1
Non-Competitive	89	214	7.4	40	142	258	34	49	134	15	20	38	0	3	0
Exempt	8	9	0.3	6	7	8	2	2	2	0	0	0	0	0	0
Labor	14	63	2.2	3	19	23	8	32	50	3	12	23	0	0	0
Unclassified	0	4	0.1	0	2	2	0	1	2	0	1	1	0	0	0
Other Not Under Civil Service	5	13	0.4	3	6	0	1	7	0	1	0	0	0	0	0

*Provisional Employees Were Reported With Temporary Employees in 1967

- B-11 -

TABLE B-6

NARCOTIC ADDICTION CONTROL COMMISSION

Percentage of Employees Within Jurisdictional Classification By Ethnic Group
1967, 1969, 1970

Jurisdictional Classification	Total		White		Black		Puerto Rican		Other Minorities	
	1967 No.	1969 No.	1967 %	1969 %	1967 %	1969 %	1967 %	1969 %	1967 %	1969 %
Competitive, Permanent	419	1,894	58.4	53.1	38.7	42.4	2.9	4.3	0.0	0.2
Provisional	--*	547	--*	68.0	--*	24.1	--*	6.4	--*	0.5
Temporary	440	153	43.6	62.7	49.1	30.7	7.3	5.9	0.0	0.7
Non-Competitive	89	214	44.9	66.4	38.2	22.9	16.9	9.3	0.0	1.4
Exempt	8	9	75.0	77.8	25.0	22.2	0.0	0.0	0.0	0.0
Labor	14	63	21.4	30.2	57.2	50.8	21.4	19.0	0.0	0.0
Unclassified	0	4	0.0	50.0	0.0	25.0	0.0	25.0	0.0	0.0
Other Not Under Civil Service	5	13	60.0	46.2	20.0	53.8	20.0	0.0	0.0	0.0

*Provisional Employees Were Reported With Temporary Employees in 1967

TABLE B-7

NARCOTIC ADDICTION CONTROL COMMISSION

Distribution of Employees By Occupational Category
1967, 1969, 1970

Occupational Category	Total				White				Black				Puerto Rican				Other Minorities							
	1967		1969		1970		1967		1969		1970		1967		1969		1970		1967		1969		1970	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
All Categories	975	100.0	2,897	100.0	4,560	100.0	489		1,656		2,504		423		1,073		1,757		63		158		278	
Laborers	1	0.1	21	0.7	63	1.4	1	9	37	0	5	16	0	7	10	0	0	0	0	0	0	0	0	0
Data Processors	4	0.4	7	0.2	11	0.2	4	7	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	59	6.1	151	5.2	201	4.4	17	63	71	32	68	94	10	20	36	0	0	0	0	0	0	0	0	0
Protective Service Workers	461	47.2	1,356	46.8	2,135	46.9	170	538	872	270	742	1,139	21	75	117	0	1	7	0	1	0	0	0	0
Operatives	57	5.8	41	1.4	98	2.1	11	22	45	44	14	30	2	4	23	0	1	0	0	1	0	0	0	0
Clericals	139	14.3	457	15.8	677	14.8	108	317	426	21	114	197	10	26	51	0	0	3	0	0	0	0	0	0
Craftsmen	69	7.1	136	4.7	146	3.2	36	98	104	20	25	34	13	11	8	0	2	0	0	2	0	0	0	0
Technicians	8	0.8	11	0.4	29	0.6	3	4	9	5	6	15	0	1	2	0	0	3	0	0	0	0	0	0
Investigators and Inspectors	0	0.0	19	0.7	14	0.3	0	14	5	0	5	8	0	0	1	0	0	0	0	0	0	0	0	0
Administrators and Professionals	177	18.2	681	23.5	1,159	25.5	139	571	900	31	91	221	7	13	30	0	6	8	0	0	0	0	0	0
Management*	--	--	17	0.6	27	0.6	--	13	24	--	3	3	--	1	0	--	0	0	--	--	0	0	0	0

*Management Employees Were Reported Under Administrators and Professionals in 1967

TABLE B-8

NARCOTIC ADDICTION CONTROL COMMISSION

Percentage of Employees By Ethnic Group Within Occupational Category
1967, 1969, 1970

Occupational Category	Total			White			Black			Puerto Rican			Other Minorities		
	1967 No.	1969 No.	1970 No.	1967 %	1969 %	1970 %	1967 %	1969 %	1970 %	1967 %	1969 %	1970 %	1967 %	1969 %	1970 %
Laborers	1	21	63	100.0	42.9	58.7	0.0	23.8	25.4	0.0	33.3	15.9	0.0	0.0	0.0
Data Processors	4	7	11	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	59	151	201	28.8	41.7	35.3	54.3	45.1	46.8	16.9	13.2	17.9	0.0	0.0	0.0
Protective Service Workers	461	1,356	2,135	36.9	39.7	40.8	58.5	54.7	53.4	4.6	5.5	5.5	0.0	0.1	0.3
Operatives	57	111	98	19.3	53.7	45.9	77.2	34.1	30.6	3.5	9.8	23.5	0.0	2.4	0.0
Clericals	139	457	677	77.7	69.4	63.0	15.1	24.9	29.1	7.2	5.7	7.5	0.0	0.0	0.4
Craftsmen	69	136	146	52.2	72.0	71.2	29.0	18.4	23.3	18.8	8.1	5.5	0.0	1.5	0.0
Technicians	8	11	29	37.5	36.4	31.0	62.5	54.5	51.8	0.0	9.1	6.9	0.0	0.0	10.3
Investigators and Inspectors	0	19	14	0.0	73.7	35.7	0.0	26.3	57.2	0.0	0.0	7.1	0.0	0.0	0.0
Administrators and Professionals	177	681	1,159	78.5	83.8	77.6	17.5	13.4	19.1	4.0	1.9	2.6	0.0	0.9	0.7
Management*	--	17	27	--	76.5	88.9	--	17.6	11.1	--	5.9	0.0	--	0.0	0.0

*Management Employees Were Reported Under Administrators and Professionals in 1967

TABLE B-9
NARCOTIC ADDICTION CONTROL COMMISSION
TITLES WITH OVER 20 POSITIONS ALLOCATED

<u>Title</u>	<u>Number of positions</u>
Narcotic Correction Officer	1976
Narcotic Correction Charge Officer	273
Stenographer	237
Narcotic Rehabilitation Counselor	170
Narcotic Parole Officer	163
Senior Institution Teacher	136
Narcotic Aide	120
Dictating Machine Transcriber	113
Senior Institution Vocational Instructor	103
Maintenance Man	98
Head Nurse	91
Food Service Worker	80
Narcotic Correction Supervising Officer	80
Account Clerk	69
Senior Stenographer	77
Cleaner	70
Typist	66
Senior Narcotic Rehabilitation Counselor	53
Telephone Operator	46
Senior Narcotics Parole Officer	42
Stationary Engineer	37
Motor Vehicle Operator	36
Steam Fireman	35
Psychologist OI	35
Clinical Physician OI	33
Power Plant Helper	32
Assistant Cook	31

TABLE B-9

NARCOTIC ADDICTION CONTROL COMMISSION

TITLES WITH OVER 20 POSITIONS ALLOCATED

<u>Title</u>	<u>Number of positions</u>
Senior Account Clerk	31
Psychiatrist 02	29
Kitchen Helper	28
Recreation Therapist	28
Institution Teacher	27
Community Narcotic Education Representative	26
Associate Narcotic Rehabilitation Counselor	23
Principal Account Clerk	22
Narcotic Rehabilitation Counselor Trainee	21
Assistant Recreation Instructor	21
Recreation Trainee 01	20
Supervising Nurse	20
Senior Recreation Therapist	20
Principal Stenographer	20

TABLE B-10
NARCOTIC ADDICTION CONTROL COMMISSION
NACC-Certified Individuals Treated in
Intramural and Aftercare Facilities

Ethnic Group	All Statuses		Intramural		Aftercare	
	No.	%	No.	%	No.	%
Total	14,597	100.0	6,335	100.0	4,647	100.0
White	2,932	20.1	1,105	17.4	1,188	25.6
Black	7,392	50.6	3,486	55.1	2,208	47.5
Puerto Rican	4,133	28.3	1,687	26.6	1,203	25.9
Other Minorities	140	1.0	57	0.9	48	1.0

	All Subjects		White		Black		Puerto Rican		Other Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Intramural	6,335	43.4	1,105	37.7	3,486	47.1	1,687	40.8	57	40.7
Aftercare	4,647	31.8	1,188	40.5	2,208	29.9	1,203	29.1	48	34.3
Other	3,615	24.8	639	21.8	1,698	23.0	1,243	30.1	35	25.0
TOTAL	14,597	100.0	2,932	100.0	7,392	100.0	4,133	100.0	140	100.0

1970
FOURTH ANNUAL REPORT
ON THE
OCCUPATIONS, JOB STATUS AND
ETHNIC CHARACTERISTICS
OF EMPLOYEES
IN
NEW YORK STATE AGENCIES

APPENDIX C

GUIDELINES TO THE COLLECTION OF DATA BY RACE, CREED, COLOR
AND/OR NATIONAL ORIGIN

To implement Article VII of Governor Rockefeller's New Code of Fair Practices, the STATE DIVISION OF HUMAN RIGHTS has formulated a set of criteria or guiding principles to assist agencies of the State of New York in developing research procedures bearing on the collection of data by race, creed, or color and/or national origin. The intent of these guidelines is to provide safeguards that will reflect the spirit of the Code of Fair Practices, and to insure that all citizens of the State shall in no way be disadvantaged by the collection of research data and the temporary existence of research records pertaining to the race, creed, color or national origin of individuals.

First: The Division recognizes that there are legitimate circumstances under which it is necessary and desirable for an agency of the State to conduct research which involves the collection of data on race, creed, color and/or national origin.

Second: Information relating to race, creed, color and/or national origin shall be obtained in a manner which is not offensive to the individual concerned.

Third: Information on race, creed, color and national origin shall not be entered on research records in conjunction with the names of specific individuals.

Fourth: Identifying characteristics other than specific names (e.g., code numbers) shall be allowed for research purposes with the understanding that data sheets, questionnaires, punched cards, and all other research records pertaining to specific individuals will be destroyed when they have served the purposes of research and that, in no event, shall these records become permanent.

Fifth: Records containing data on race, creed, color or national origin which pertain to specific individuals shall (1) be collected for research purposes only, (2) be physically located in the research or statistical unit responsible for the conduct of the research activity, and (3) not be made available to operating personnel within State agencies but shall serve only the research purposes for which originally intended.

Sixth: The agency undertaking the collection of data by race, creed, color or national origin shall bear the responsibility for conducting such research activity in accordance with the principles set forth above. The procedures adopted for purposes of collecting and maintaining temporary data on race, creed, color and national origin shall be subject to review by the State Division of Human Rights.

These guidelines for the collection of ethnic data were discussed and approved by the State Division of Human Rights and the New York State Department of Civil Service.